

Ministerial Taskforce on Nursing and Midwifery – Information embargoed until Tuesday 21 February 00:01 hours

Aim

1. The proposed aims of the Nursing and Midwifery Taskforce are:

To work together where this adds value while recognising the distinct nature of the challenges facing each profession:

- to recognise and value the contribution of the nursing and midwifery professions in Scotland by building sustainable and skilled nursing and midwifery workforces, with attractive, varied career choices across the four pillars of practice, fair work and flexibility, where all are respected and empowered, and where staff actively choose to stay for their whole career.

Structure

2. To work through a singular taskforce, with distinct workstreams for each profession where required, to enable distinct focus yet bring added value through the sharing of views to the discussion where similar challenges are being faced.

Objectives

3. The proposed objectives of the Nursing and Midwifery Taskforce are:
 - To recommend collective actions required to address the challenges facing the nursing workforce alongside those facing the midwifery workforce in Scotland. These actions should focus on both supply challenges but crucially on the retention and development of the existing nursing and midwifery workforce, wherever based by geography or by service.
 - To create the environment that ensures nursing and midwifery offer an attractive and rewarding career, that allows nurses and midwives to provide care to the standards they aspire to and prioritises their health and wellbeing, and the health and wellbeing of those in their care.

Term

4. The taskforce will be convened for the duration of its agreed workplan.

Output

5. The taskforce will recommend a workplan of actions (while cognisant of programmes of work currently taken forward as covered in Annex A) to improve workplace culture, workforce recruitment and retention, the diversification of education and training pathways, improved workforce practice and workforce flexibility, and to support the longer-term workforce sustainability within the nursing profession and the midwifery profession.

6. All actions should be informed by supporting evidence of sufficient weight and with established relevance to Scotland, taking account of the views from the current and future nursing and midwifery workforce - and should be aligned with the strategic needs for the provision of sustainable health and social care services. It will build on the recommendations set out in the Kings Fund *Courage of Compassion: Supporting nurses and midwives to deliver high-quality care* report and relevant UK and international reports.
7. It will set out clear deliverables within an agreed time frame for implementation jointly by the Scottish Government, NHS Scotland and commissioners of other relevant services, supported by external stakeholders including those represented on the group.

Scope

8. The taskforce is permitted to look into any issue of relevance to the headline aim, key issues for consideration will include:
 - Building exemplary workforce cultures with nursing and midwifery leadership structures that support personal reflection, professional and pastoral career support and clinical supervision to enable the nursing and midwifery workforce to thrive.
 - Implementation of the Health and Care (Staffing) (Scotland) Act 2019 in partnership with the Royal Colleges and Trade Unions to ensure a suitable substantive workforce that delivers high quality care and reduces reliance on supplementary staffing.
 - Address operational barriers to supporting nationwide scale up of successful good workforce practice in relation to workforce retention and flexibility.
 - Ensure working conditions and facilities demonstrate that the nursing and midwifery workforce is valued, ensuring they can work safely and have access to suitable rest, hydration and nutrition.
 - Place-based opportunities for creating new pathways into pre-registration, nursing and midwifery support roles, including the transition to registration from support roles.
 - Attrition on nursing and midwifery education pathways and reasons why.
 - Opportunities for improved attraction into the professions and employment.
 - Flexible, high-quality learning and development opportunities that promote continuing growth and development for all, and support clear career progression and pathways from support roles to consultant level.
9. Matters that pertain formally to pay, terms and conditions reform, including implementation of the non-pay elements agreed as part of the 22/23 and 23/24 Agenda for Change pay offer are out with scope. These matters are being progressed via a commission to the Scottish Terms and Conditions Committee (STAC). The taskforce is however free to identify issues that pertain to terms and conditions reform and remit these, via the Scottish Government, to STAC.

Indicative Membership

10. This will be a ministerially led taskforce. The chair will be the Cabinet Secretary for Health and Social Care. The ordinary conventions in relation to partnership working will apply; quoracy will be established in forthcoming terms of reference. Indicative membership includes:

- Professional representation from Royal College of Nursing
- Professional representation from Royal College of Midwives
- Minimum 4 x staff-side representatives
- Representative from Council of Deans representing nursing
- Representative from Council of Deans representing midwifery
- Representation from internationally recognised nursing and midwifery workforce experts
- NHS Chair representative
- NHS Chief Executive representative
- NHS Nurse Director representative
- NHS Midwifery Director
- NHS HR Director representative
- NHS NES representative
- IJB Chief Officer representative
- Chief Nursing Officer
- Chief Midwifery Officer
- Director of Health Workforce
- Director of Health Finance

And SG officials as required for secretarial functions.

Roles and Responsibilities

11. The taskforce will be chaired by the Cabinet Secretary. Members of the taskforce are expected to attend all scheduled meetings over the agreed term of the taskforce and to actively contribute their expertise. Membership, supported by the Taskforce Secretariat, will engage and consult with their constituent groups and the current and future nursing and midwifery workforce to inform the Taskforce. The taskforce will take evidence from existing published sources and commission analysis to support the development of its workplan and recommendations. Papers will be circulated in advance of agreed meetings.
12. The taskforce will monitor delivery of recommended actions set out in its workplan once agreed by Scottish Ministers and agree with the Chair taking updates, as appropriate, on progress.
13. The taskforce will meet frequently until such time as it has determined a workplan; it may sit in abeyance or reduce the frequency of meetings once a workplan has been agreed and delivery of recommendations has been commissioned.

Annex A - Existing national programmes of work (for illustrative purposes)

Transforming Roles

Safe Staffing Oversight Board

Health and Social Care Skills for Scotland

Supplementary Staffing Task and Finish Group

eRostering

Anchors Workforce National Strategic Group

Nursing & Midwifery Workforce and Education Group

Best Start Programme Board